

Mission - Goals - Objectives

Equal Opportunity - Nondiscrimination

The President and the Congress of the United States and the State of Connecticut have enacted laws and issued directives affirming their intent to protect and grant equal opportunity, to all employees and students. Also the federal government and the state of Connecticut have enacted and enforced laws regarding the equality of employment and equality of opportunity in education.

The Bristol Board of Education reaffirms its policy of equal educational opportunity for all students and prohibits discrimination because of race, color, religious creed, age, marital status, national origin, [ancestry](#), [genetic information](#), sex, sexual orientation, gender identity or expression, [status as a victim of domestic violence](#), learning disability, [intellectual disability](#) mental disability or physical disability in district educational programs and activities, including, but not limited to course offerings, athletic programs, guidance and counseling, and tests and procedures. [The District provides equal access to the Boy Scouts and other designated youth groups.](#) To the maximum extent possible an intensive affirmative action program shall be an integral part of an educational policies and programs.

The Bristol Board of Education also reaffirms its policy of equal employment opportunity for all persons and to prohibit discrimination in employment because of race, color, religious creed, age, marital status, national origin, sex, sexual orientation, gender identity, ancestry, present or past history of mental disorder, mental retardation, pregnancy, or physical disability except in the case of a bonafide occupational qualification or need. Sexual harassment shall not influence employment decisions, nor shall decisions be influenced, affected or determined on the basis of membership in or holding of office in an employee association or union. This policy shall be relevant to every aspect of employment not limited to but including upgrading, demotion or transfer, recruitment and/or recruitment advertising, layoff or termination, rates of pay, other forms of compensation including fringe benefits, employment selection or selection for training and apprenticeships, promotion or tenure.

These statements shall be made available to all present and future employees and students.

~~(cf. 4112/4212 Nondiscrimination, 6214 Nondiscrimination in Instruction)~~

~~(cf. 4000.1— Title IX)~~

~~(cf. 4111— Recruitment and Selection)~~

~~(cf. 4111.1/4211.1— Affirmative Action)~~

~~(cf. 4118.11/4218.11— Nondiscrimination)~~

~~(cf. 4118.112/4218.112— Sex Discrimination and Sexual Harassment in the Workplace)~~

~~(cf. 4118.113/4218.113— Harassment)~~

~~(cf. 5145.4— Nondiscrimination)~~

~~(cf. 5145.5— Sexual Harassment)~~

(cf. 5145.51—Peer Sexual Harassment)
(cf. 5145.52—Harassment)
(cf. 5145.6—Student Grievance Procedure)
(cf. 6121—Nondiscrimination)
(cf. 6121.1—Equal Educational Opportunity)

Legal Reference: Connecticut General Statutes

~~10-15c Discrimination in public schools prohibited. School attendance by five-year-olds. (Amended by P.A. 97-247 to include "sexual orientation" and P.A. 11-55 to include "gender identity or expression")~~

~~10-153 Discrimination on account of marital status.~~

~~46a-60 Discriminatory employment practices prohibited.~~

~~Federal Law~~

~~Title VII of the Civil Rights Act 1964~~

~~Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).~~

~~American Disability Act of 1989.~~

~~Chalk v. The United States District Court of Central California.~~

~~Title IX of the Education Amendments of 1972.~~

~~Civil Rights Act of 1987.~~

10-153 Discrimination on account of marital status. (as amended by PA 11-55 to include gender identity or expression)

46a-51 Definitions (as amended by PA 17-127, PA 21-2 and PA 22-82)

46a-58 Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. (as amended by PA 17-127 and PA 22-82)

46a-60 Discriminatory employment practices prohibited. (as amended by PA 17-127 and PA 21-69 and PA 22-82)

Federal Law

Title VII of the Civil Rights Act 1964

Boy Scouts of America Equal Access Act

Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008

Chalk v. The United States District Court of Central California.

The Vietnam Era Veterans' Readjustment Act of 1974, as amended,

38U.S.C. §4212
Title II of the Genetic Information Nondiscrimination Act of 2008
Title IX of the Education Amendments of 1972.
Title IX Final Rule, May 6, 2020
Civil Rights Act of 1987.
Public Law 111-256
Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76
U.S.L.W. 4488 (2008)
Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W.
4110 (2008)
Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503
(2008)
Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76
U.S.L.W. 4107 (2008)
Bostock v. Clayton County, Georgia, 140 S.Ct. 1731, 2020 WL3146686
(June 15, 2020)

Policy Adopted: December 7, 2016

BRISTOL PUBLIC SCHOOLS

Bristol, Connecticut